

Appendix 3

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: City Development	Service area: Older People's Housing and Care Project
Lead person: Maggie Gjessing	Contact number: 0113 3950502

1. Title: Older Peoples' Housing and Care

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Programme

2. Please provide a brief description of what you are screening

The proposal for Older Peoples' Housing and Care sets out a holistic, city-wide programme of investment in older peoples' housing, working in partnership across disciplines and departments (Health; Leeds City Council's Social Care, Planning, Environments and Housing and Housing Investment services), across sectors (public and commercial sector specialist housing providers) and utilising a range of delivery mechanisms to meet the identified shortfall of approximately 900 units of extra care accommodation by 2020.

This screening is intended to support the Leeds City Council Executive Board report of 15 February 2013 seeking approval to proceed with the programme, and should be read in conjunction with a companion report to the same meeting updating the overall Better Lives for Older People strategy.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The Programme's focus by definition prioritises older people – and by implication their carers, families and service providers - and recognises the need to respond to the increased likelihood of physical and mental disability (for example new build apartments are to lifelong homes standards and dementia friendly design) in that age cohort.

Specifically, the programme is a response to evidence of specialist need, demand and supply of accommodation for people over 75 in need of care identified in LCC's Adult Social Care's strategy 'Better Lives for Older People' against the background of the Government's White Paper 'Caring for our Future'. Approximately 900 units of extra care accommodation are required to meet need before 2020 at a time of economic strain and consequent pressure on public sector provision and the housing market in general.

Capacity to deliver the strategy is therefore being drawn out from a range of sources, including dedicated central government funding, in order to produce a flexible, integrated overall resource.

Leeds City Council's 'Better Lives for Older People' strategy covers the reconfiguration of accommodation including some closure of existing, unfit for purpose, provision. There is potential risk of heightened sensitivity in some neighbourhoods as residents share their concerns about the perceived loss of housing dedicated for older people. It is therefore supported by a comprehensive communication and engagement strategy to ensure stakeholders are involved in decision-making.

This programme rests on the findings of that engagement and is designed so as to ensure consistency of approach with the overall strategy. It is a positive opportunity to promote the delivery of significant investment in improved, sustainable, specifically designed homes for older people.

Specific proposals and projects will come forward in the implementation phase and will need to develop dedicated engagement plans including consultation with service users.

A pilot project in Seacroft has begun and is about to start its engagement and consultation phase, from which learning will inform future projects.

- **Key findings**

(**think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The programme is modelled to reflect differences in need, existing supply and response capacity across the city's neighbourhoods and prioritises the areas needing most urgent investment.

Proposed provision will have regard to the needs of BME elders in terms of cultural requirements and expectations.

No diversion of resources from other equality provision is anticipated, since funding is likely either to come via dedicated, specialist routes, including that only available to

housing associations, or benefit from commercial sector investment.

Of particular relevance for integration and cohesion, Better Lives for Older People is predicated on the principle that outcomes for older people improve when they are able to stay, for as long as possible, in familiar surroundings with services delivered to them. This means that families and carers are also able to remain in close contact with their elders, offering support but also deriving well-being from maintaining an integrated family life and contributing to a more sustainably diverse economic neighbourhood profile.

The incremental approach to increasing care that preferences individual choice will have positive impact on the high incidence of poverty in many areas of the city gained by releasing larger council and housing association homes for general family use.

Other than older people and their respective cultural requirements it is expected that the impact on people grouped under other protected characteristics of the Equality Act 2010 will be neutral, although this will be monitored via feedback from service providers and neighbourhood networks including LCC Area Support Officers and East North East Homes Leeds (ENEHL) partnership teams.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

Governance is provided by a Chief Officer-led Steering Group who will continue to monitor progress. Clearly programme managers will be looking for measurable positive impact on older people, their carers, families and neighbourhood well-being.

It is anticipated that EDCI screening reviews will be undertaken at agreed Programme milestones to ensure continued compliance.

As individual proposals come forward, managers will undertake project specific edci screening and action plans that will look in detail at potential edci impact.

The planned incremental roll out of the Programme in areas of need across the city will ensure that learning can be shared going forward.

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Maggie Gjessing	Housing Investment Programme Manager	
Adrian Dean	City Development Equality Representative	

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	16 January 2013
Date sent to Corporate Support Team	16 January 2013
Date to be published	15 February 2013